

# Iceland

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## PART 1 – NATIONAL FRAMEWORK

### Overview

National social dialogue	Principal Level of Collective Bargaining		National and industry					
	Workplace Representation		Union					
	Board–level Representation		No					
National worker representation	The organisation of the Icelandic labour market is characterised by an independent and strong labour movement with the power to regulate employment terms through collective bargaining. Collective agreements fulfil both their primary function of establishing workers minimum terms of employment as well as establishing a level playing field for enterprises, and at the same time are flexible enough to take into account special circumstances and needs of enterprises.							
Principal legal documents on H&S	Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments. Regulation on the organization and implementation of health and safety at workplaces (No. 920/2006)							
Public authorities on H&S	Ministry for Social Affairs. The Administration of Occupational Safety and Health (AOSH) is responsible for enforcing the legislation.							
Employers' obligations on H&S	The Act No. 46/1980 on Working Environment, Health and Safety of Workers require employers, depending on the number of their workers, to set up a consultation mechanism on health and safety issues at work.							
Worker representative bodies on H&S	Safety committee consisting of representatives of the employers, the safety representative (employer) and representatives of the employees is established in undertakings with 50 or more employees. Workers' safety representatives are elected employees' representatives in safety affairs and health protection in undertakings with 10 or more employees.							
Organisation of the social dialogue on H&S issues within the country	<i>Actors involved</i>		<i>Their role</i>		<i>Scope of influence</i>			
	OSHA board		Makes rules and regulations on H&S issues		National; all sectors			
	Icelandic Confederation of Labour (ASI) and Confederation of state and municipal workers (BSRB)		Each nominates 2 trade union board members within OSHA		Legislation and regulations.			
	Trade Unions		Collective agreements, that includes H&S matter in the work places		Accidents in working places and their compensations.			
Specialized H&S bodies on regional, sectorial or another level	<i>Name</i>		<i>Setup conditions</i>		<i>Composition</i>		<i>Role and functions</i>	
	Community Safety Committee		N/A		N/A		N/A	

## PART 2 – ENTERPRISE LEVEL: ORGANISATION OF SOCIAL DIALOGUE AND WORKERS' PARTICIPATION ON H&S AT WORK

General organisation and role on H&S issues	In undertakings above the threshold, special safety representatives of the employer and employees are given the role of promoting and enforcing safety and health activities in the workplace. The employer appoints one person as a safety manager ( <i>öryggisvörður</i> ) and the employees choose another one from their group to undertake the role of a safety representative ( <i>öryggistrúnaðarmaður</i> ).
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	In undertakings below the threshold of 10 employees, the employer and/or his foreman shall ensure good working conditions, healthy surroundings and safety in the workplace, in close cooperation with the employees of the enterprise and the trade union representative.	
Interaction of H&S representation with the general representation of workers	It is a part of the work that trade unions are doing on a day to day basis.	
Worker representation bodies on H&S at work		
Implementation of worker representation in H&S on enterprise level	Safety reps in enterprises of 10 and more. According to law	
Thresholds of implementation	At undertakings where the number of employees is 10 or more, the employer shall appoint a safety representative and the employees shall elect a workers' safety representative from their group. A safety committee shall be established at undertakings where the number of employees is 50 or more.	
Role of the trade unions	To assist worker safety reps. In their work, and education of them	
Composition, mode of nomination or election of members	The employees elect a workers' safety representative from their group. If the election is not done by workers, the trade unions can nominate representatives. Eligible are all employees of the undertaking except for management. It is desirable that the person running for this position has worked with the undertaking for at least 1 year and has in his daily work an overview of most of the activities and/or is present during as much of the working hours as possible. The Safety committee is composed of employee and employer representatives. Representatives of the employer on the safety committee are titled "safety representatives" (in general, appointed for 2 years) and the representatives of the employees are called "workers' safety representatives" (mandate of 2 years).	
Area of competencies	All matters pertaining to the working environment, health and safety at the workplace (working conditions and risk prevention)	
Functions	Inform, consult and negotiate	
Rights of workers' representatives on H&S		
Right of withdrawal, of production stop in case of immediate danger	Yes	
	If safety representatives or workers' safety representatives realize that suddenly an immediate risk of damage to health or work accidents of employees has materialized at the workplace, they are obligated to see to it that the activities are immediately stopped and/or that the employees leave the venue where there is a danger situation.	
Right to conduct surveys	Yes	
	The workers' safety representatives and the safety representatives can go on inspection tours of the workplace as often as deemed necessary	
Right to require external assessments	Yes	
	N/R	
Right to lodge an appeal	No	
	through unions	
Right to receive training	Yes	
	Workers' safety representatives need to receive the appropriate education and training by attending courses regarding the working environment, health and safety at the workplace, enabling them to obtain basic knowledge of matters.	
	Amount of training	Up to employer and workers' safety representatives
	Frequency of training	Not stipulated by law, it is agreed between the workers' safety representatives and the enterprise
	Training providers	OSHA and trade unions
Allocated time during working hours to conduct their role	Yes	
	Not clearly stipulated ("what's necessary")	
Protection against sanctions, dismissals in the frame of their mandate	Yes	
	Same as representatives of trade unions.	

Link and the nature of the relations between the employee representatives and the trade unions	They are members of the trade unions
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### PART 3 – ASSESSMENT OF THE SOCIAL DIALOGUE AND WORKERS' PARTICIPATION IN THE COUNTRY

#### Evolution

Significant changes within the various instruments on H&S issues during the last 5 years	Since 2011, we have regulations on work-related diseases	
	Objectives of these changes	To get more knowledge on those diseases and to improve the possibility for workers to get compensation
	Management of these changes	Legal
	Effects on the improvement or deterioration of the handling of these issues	Too soon to judge. The issue is now on the table and trade unions and employers have to discuss the matter.
Assessment of the achievements on H&S issues through social dialogue	Stable	
	Some important milestones	N/R

#### Perspectives to achieve a good social dialogue and workers' participation on H&S issues

Missing factors	More interest of unions and their representatives on health and safety issues.
Existing key success factors	Dialogue and trade unions' actions

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### PART 4 – APPENDICES

#### Glossary

<b>Safety representative (öryggisvörður)</b>	employer/employer's representative in safety affairs and health protection in undertakings with 10 or more employees
<b>Workers' safety representative (öryggistrúnaðarmaður)</b>	employees' representative in safety affairs and health protection in undertakings with 10 or more employees

#### Interesting links

<a href="http://www.vinnueftirlit.is">http://www.vinnueftirlit.is</a> (Administration of Occupational Safety and Health in Iceland)
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#### Sources

Trade union contacts	Confederation of labour	Sigurjónsson Björn Ágúst
Other	–Questionnaire reply –Administration of Occupational Safety and Health in Iceland –European Commission, "Employee representatives in an enlarged Europe". 2008.	